

SECRET

RID-66/85

18 August 1966

MEMORANDUM FOR: DIRECTOR OF PERSONNEL

SUBJECT : Analysts in RID

REFERENCE : DDP Memorandum of 22 December 1965 to
Director of Personnel

1. You are well acquainted with the series of memoranda that have been written and conferences that have been held concerning the intelligence analyst positions in the Records Integration Division. The latest of the meetings was held on 5 August and was attended by Mr. [REDACTED]

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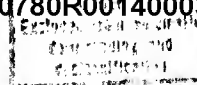
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2. A proposal was offered by Mr. [REDACTED] which in effect accepted the concept of a separate two-year training program for analysts in RID but established GS-7 as the journeyman grade level for analysts not in the training program. Mr. [REDACTED] could not accept this proposal since it did not recognize the need for securing and retaining well-qualified, long-term analysts who would provide continuity within the analytical sections of RID. Personnel in these positions would be persons who (a) are fully trained analysts able to work with a minimum of supervision, (b) have developed area knowledge, knowledge of operations, and knowledge of personnel of the area, (c) are able to deal effectively in liaison with the area divisions and staffs, (d) have knowledge of the overall records systems of the CS, (e) are able to progress to become senior analysts and/or section chiefs, (f) are able to advise the divisions and staffs in records work.

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3. In short, there are other factors besides the level of difficulty of the work which point to the need to retain the journeyman grade for analysts at GS-9. It is the firm conviction of this office that the higher grade is essential if RID is to carry out its mandate from the DDP and his Records Committee to insure the integrity of the Clandestine Services' records system. Additionally, it is questionable where CIA could recruit personnel with the necessary qualifications, who could fill these positions at the grade level suggested.

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4. Your acceptance of the DDP's position at this time would settle the matter and action could be taken to implement the training program and to work out the details of organizational changes in RID. The number of slots involved is approximately 21 GS-9 positions. Mr. [] and Mr. [] offered 6 GS-9 positions and 15 GS-7 positions.

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Operational Services

DD/S 66-5171

30 SEP 1966

MEMORANDUM FOR: Director of Personnel

SUBJECT : Analyst Positions in RID

1. The attached correspondence from the DD/P to the Executive Director-Comptroller is self-explanatory. The memorandum for the DD/P from Mr. Bannerman is open to question, however. In my view, we should do one of two things. We should support the findings of the classification people if their reasons for not agreeing to up-grading the RID analyst journeymen positions to GS-9 are well founded and meet with the approval of the DD/S. If, on the other hand, the conclusions of the classification survey were in any way indefinite and inconclusive, the DD/S should give the benefit of the doubt to the DD/P inasmuch as he has seen fit to take a personal interest in this matter.

2. I will require from you a statement of the reasons Mr. [] and his people had for not reclassifying journeymen RID analyst positions to GS-9. In addition, I would like to have from you your comments on any statement in the DD/P memorandum that is at variance with the facts as you know them. Specifically, I am told that the statement regarding bringing job classification people in from outside is taken out of context and constitutes a distortion.

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3. I would appreciate having this by the close of business Monday, 3 October, and to that end, I have already asked Mr. [] when he was up here to brief Mr. Bannerman, to begin work on such a paper.

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SIGNED Alan M. Warfield

Alan M. Warfield
Acting Deputy Director
for Support

Atts.

ADD/S/AMW:bak(30 Sept. 66)

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